

Christine Kern

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Culture & Leadership Transformation Executive

Real transformation is always an inside job.

A Culture & Leadership Transformation Executive who builds from the inside out — developing the programs, cultures, and systems that shift how leaders lead and organizations grow. Brings a track record of building what didn't exist before, end-to-end ownership, deep operational range, and an unwavering belief that sustainable results start with people.

SIGNATURE STRENGTHS:

- **Leadership Transformation:** Designs leadership journeys that shift mindset, behavior, and inner state — because how leaders show up changes everything around them.
- **Culture Architecture:** Constructs culture from the ground up, laying the organizational foundation from which engagement, trust, and performance can sustainably grow.
- **Builder-Deliverer:** Excels at both strategy and execution; designing the vision and delivering the work, with a particular strength in building something meaningful from a blank slate.
- **Executive Facilitation:** Creates conditions in the room where senior leaders do their most honest, generative work, where vulnerability becomes possible and transformation becomes inevitable.
- **Strategic Partnership:** Operates as a trusted thought partner to senior leaders; listening deeply, challenging constructively, and keeping people at the center of every strategic decision.
- **Global Leadership & Operations:** Brings rare fluency in building and leading across cultures; having lived, worked, and scaled teams across Europe, Africa, and the Americas, with a track record of driving transformation in complex, multinational environments.

PROFESSIONAL EXPERIENCE:

Christine Kern Consulting, Ltd.

Head of Talent Development - Mission Cloud (May 2025 – Present)

Served as Mission Cloud's embedded Head of Talent Development — owning the full function from strategy through execution across the entire organization.

- Architected and launched a comprehensive professional development ecosystem spanning high-potential talent, people managers, and the full employee base
- Built AWS certification incentive strategies that exceeded adoption targets
- Designed and facilitated custom workshops that accelerated team performance and organizational change

Leadership and Performance Coach – Monument, CO (Sept 2023 – Present)

Independent practice serving leaders, teams, and organizations through executive coaching, cohort programs, and experiential workshops

- Designed and led a 4-month cohort-based leadership journey blending live workshops, 1:1 coaching, and self-reflection tools, earning a 100% recommendation rate from every participant
- Delivered executive coaching, team workshops, and keynote facilitation across industries — focused on conscious leadership, mindset shifts, and culture transformation

Jones Lang LaSalle Technologies

Global VP, Sales Enablement & Culture – Monument, CO (Apr 2022 – Oct 2023)

Led a global team of 30 across Sales Effectiveness, Technology Enablement, Content Enablement, and Bid Management — responsible for performance, culture, and go-to-market readiness of the entire sales organization.

- Designed an 8-month Leadership Program that measurably elevated executive cohesion and team performance
- Drove a multi-pronged engagement strategy spanning leadership development, manager enablement, listening initiatives, and culture programming; lifted engagement scores across 80% of teams
- Implemented a global onboarding and continuous learning ecosystem; achieved 95–100% learner satisfaction
- Produced JLLT’s first-ever virtual Sales Kickoff and launched a new global LMS (Lessonly by Seismic)

SAP (2009 – 2022)

Head of People & Culture – Monument, CO (Aug 2020 – Apr 2022)

Led culture and leadership strategy for 5,000+ global employees across the SuccessFactors organization.

Team Mission: *Ignite a culture that brings out unstoppable passion and potential*

- Designed and facilitated an 8-month leadership journey for high-performers and high-potentials driving **+94 NPS and 98% growth readiness**
- Championed employee well-being through strategic partnerships including Thrive Global
- Embedded a culture of psychological safety and continuous feedback across a globally distributed workforce

Chief Performance Officer – Boulder, CO (Feb 2016 – Jul 2020)

Founded and scaled The People First Team – a first of its kind in SAP – to transform SAP Ariba’s culture and leadership capability from the inside out

- Built the People First Team from the ground up: defining the mission, structure, and programs that shifted culture company-wide
- Co-developed and delivered a 12–24-month leadership journey for high-potential leaders
- Designed and led a 6-month leadership program for 1,800+ top talent across 26 countries resulting in **+14% Employee Engagement increase, +6% Work-Life balance, and +9% Trust in the Executive Board**
- Delivered keynote presentations at global and regional summits on culture transformation, leadership, and energy management — amplifying SAP’s thought leadership and people-first mission
- Produced in-person and virtual summits for 300-600+ attendees, including executive keynotes, breakout sessions, award ceremonies, and engagement-driven programming
- Introduced Conscious Leadership principles organization-wide transforming how leaders took responsibility, gave feedback, and built trust
- Key business outcomes: **+42% Leadership Trust, +8% Business Health & Culture, and +7% Employee Engagement**

Senior Director, Network Enablement EMEA – Prague, Czech & Paris, France (2010 - 2016)

Scaled a team from 5-120+ while overseeing enablement of 120+ enterprise buyers and 45k+ suppliers across Europe and Africa

- Elevated operational efficiency, talent development, and client onboarding strategy across multinational teams
- Built and led a high-performing multilingual team across Prague and Paris establishing the operational infrastructure, culture, and systems from scratch

CERTIFICATIONS & EDUCATION

Certified Leadership Coach & Facilitator · Certified in Experience Design · BS Business, **Kelley School of Business**, Indiana University

THOUGHT LEADERSHIP

Manuscript: “The Leadership Choice” — A framework for conscious, inside-out leadership transformation

Substack: “The Inside Job” — christinekern.substack.com